



THE STATUTES OF THE REPUBLIC OF SINGAPORE

EMPLOYMENT CLAIMS ACT 2016

2020 REVISED EDITION

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Employment Claims Act 2016

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An Act to facilitate the expeditious resolution of employment disputes by providing for the mediation of such disputes, for the constitution, jurisdiction and powers of and administration of justice in the Employment Claims Tribunals, and for related matters.

[1 April 2017]

PART 1
PRELIMINARY

Short title

1. This Act is the Employment Claims Act 2016.

Interpretation

- 2.—(1) In this Act, unless the context otherwise requires —

“approved mediator” means any individual approved by the Commissioner as a mediator for one or more of the following:

- (a) a mediation under Part 2 of a specified employment dispute;
- (b) a tripartite mediation;
- (c) a mediation mentioned in section 115(2A) of the Employment Act 1968;
- (d) a consultation or conciliation under section 8A(5) of the Retirement and Re-employment Act 1993;
- (e) a mediation or conciliation of any dispute under any other written law that the Commissioner may determine, being a written law relating to employment, employment terms or the relations between employers and employees;

“authorised person” means an individual appointed under section 3(3) of the Employment Act 1968 as an authorised person for the purpose of carrying out any function or duty of the Commissioner under this Act;

“claim” means a claim lodged with a tribunal, and includes a counterclaim lodged with a tribunal;

“claim referral certificate” means a claim referral certificate issued under —

- (a) section 6(2) or 7(7)(a); or
- (b) section 30H(6) of the Industrial Relations Act 1960;